

Employment Standards

Law Enforcement, Tribal Law Enforcement, Jail and Secure Detention Officers

- Be at least 18 years of age.
- Possess a high school diploma or GED.
- Possess a valid Wisconsin driver's license or other such valid operator's permit recognized by the Wisconsin Department of Transportation as authorizing operation of a motor vehicle in Wisconsin. (Jail and Secure Detention Officers are not required to have a driver's license.)
- The applicant shall not have been convicted of any federal felony or of any offense which if committed in Wisconsin could be punished as a felony unless the applicant has been granted an absolute and unconditional pardon.
- An applicant for employment as a law enforcement or tribal law enforcement officer shall not have been convicted of any misdemeanor crime of domestic violence unless the applicant has been granted an absolute and unconditional pardon.

The Omnibus Consolidated Appropriations Act of 1997 amended the Federal Gun Control Act, 18 U.S.C. §922(g)(9). Under these provisions, it is unlawful for an individual convicted of a state or federal "misdemeanor crime of domestic violence" to ship, transport, possess or receive firearms or ammunition. Law enforcement officers are **not exempt** from this law.

A "misdemeanor crime of violence," pursuant to 18 U.S.C. §921(33)(a), means an offense that:

has, as an element, the use or attempted use of physical force, or the threatened use of a deadly weapon, committed by a current or former spouse, parent, or guardian of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, parent or guardian, or by a person similarly situated to a spouse, parent, or guardian of the victim.

"Misdemeanor crimes of domestic violence" include all misdemeanors that involve the use or attempted use of physical force (i.e. simple assault, assault and battery) if the offense is committed by one of the defined parties. This is true whether or not the State statute or local ordinance specifically defines the offense as a domestic violence misdemeanor.

- Wisconsin State Statute 66.0501(1) states that no person may be appointed deputy sheriff of any county or police officer of any city, village or town unless that person is a citizen of the United States. Wisconsin State Statute does not require United States citizenship for elected Sheriffs, Chiefs of Police, state law enforcement officers and deputy sheriffs who are not required to take an oath of office.
 - **Law enforcement or tribal law enforcement** officers employed after February 1, 1993, shall possess either a 2 year associate degree from a Wisconsin technical college system district or its accredited equivalent from another state or a minimum of 60 fully accredited college level credits. Only colleges and universities that are accredited by an accrediting agency or association that is acknowledged by the
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United States Secretary of Education are acceptable to the Law Enforcement Standards Board as a source of college credit. School accreditation can be checked at the following U.S. Department of Education website: <http://ope.ed.gov/accreditation/>. An applicant who has not met this standard at the time of employment must meet the standard by the end of their fifth year of employment. Applicants for employment as jail and/or secure detention officers need only possess a high school diploma or its equivalent.

- The applicant shall be of good character as determined from a written report containing the results of the following:
 - The fingerprinting of the applicant with a search of the local, state and national fingerprint records.
 - A background investigation conducted by or on behalf of an employer.
 - Other investigations as may be deemed necessary to provide a basis of judgment on the applicant's loyalty to the United States or to detect conditions which adversely affect performance of one's duty as a law enforcement, tribal law enforcement jail or secure detention officer.
- The applicant shall be free from any physical, emotional or mental condition which might adversely affect performance of duties as a law enforcement, tribal law enforcement jail or secure detention officer.
- The applicant must undergo a physical assessment by a Wisconsin licensed physician, physician assistant or nurse practitioner to verify that the applicant can meet the physical standards required of the position. The applicant must also provide the examiner with a personal medical history.
- Complete a satisfactory oral interview with the employing agency.
- The applicant shall submit to a drug test for the presence of the following controlled substances or their metabolites: amphetamines, cannabis or cannabinoids, opiates, cocaine, and phencyclidine (PCP). The drug test shall be performed by an approved laboratory chosen by the prospective employing agency. A positive test result for which the applicant cannot provide a legitimate explanation to the satisfaction of the Law Enforcement Standards Board shall result in the applicant being denied employment and being denied certification by the Board.

Recruitment qualifications are defined in LES 2, Administrative Rules of the Wisconsin Law Enforcement Standards Board.

Tribal law enforcement officers must meet the above employment and training standards and the requirements of 165.92(3), Wis. Stats., in order to be certified by the Board.

*** Under 165.85(4)(e), Wis. Stats., any law enforcement or tribal law enforcement agency or sheriff may set recruit training and standards which are higher than the minimum standards set by the Board.**
